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ONTARIO COLLECTIVE  
BARGAINING REVIEW  
1999



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## FOREWORD

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The report provides information on collective agreement settlements and work stoppages in Ontario. The information in this report is compiled from collective agreement settlements reported to the Office of Collective Bargaining Information (OCBI). The data reflect settlements for Ontario employees only, under both Ontario and federal jurisdictions. Work stoppages data under Ontario jurisdiction are derived from information available as of the publication date.

The report consists of five sections. Section I provides data on the total number of agreements settled and employees covered, by industry, in 1999. It also provides information on the stage of settlement, the term of agreement, and the duration of negotiations, as well as an overview of the economic climate in 1999. Section II provides information on wage settlements for agreements covering 200 or more employees, including negotiated wage increases (current and historical), for public and private sectors and by major industry. Section III summarizes the key settlements of 1999. Section IV highlights work stoppages data under Ontario jurisdiction and Section V provides an outlook for the year 2000.

Average wage settlement calculations are based on base wage rates and are weighted by the number of employees in each bargaining unit. Estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the calculation of the average annual increase, where applicable.

The selection criteria for major settlements included the size of the bargaining unit, significant changes in wages, and settlements of public interest.

Work stoppages reported include strikes and lockouts which last a minimum of one-half day, involving two or more unionized or non-unionized workers and result in ten or more person days lost.

For further information please contact the Office of Collective Bargaining Information (OCBI), Ontario Ministry of Labour, 400 University Avenue, 9<sup>th</sup> Floor, Toronto, Tel: (416) 326-1260.

## **EXECUTIVE SUMMARY**

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- In 1999, the Office of Collective Bargaining Information (OCBI) recorded 2,769 ratified agreements, covering a total of 545,328 employees. Bargaining activity was concentrated in education and related services, health and welfare services, transportation equipment manufacturing, provincial and local governments.
- In 1999, strong economic growth, a declining unemployment rate and continued low inflation, combined with global restructuring and public sector restructuring, influenced bargaining outcomes. Higher wage demands, job security, income protection and labour adjustment were key issues at the bargaining table.
- More than 95% of collective bargaining negotiations were settled without a work stoppage in 1999. As in previous years, an overwhelming majority of negotiations were successfully settled in direct bargaining, or with the assistance of a conciliation officer or mediator.
- Wage outcomes achieved at the bargaining table increased to record highs since 1992. Settlements in 1999 provided an average annual wage increase of 2.0% overall, 1.4% in the public sector, and 3.1% in the private sector. Manufacturing settlements averaged 3.4%, outpacing all other sectors.
- In 1999, there were 143 work stoppages reported under Ontario jurisdiction, involving 44,980 employees and resulting in 651,100 person days lost.
- In the year 2000, collective bargaining activity will be concentrated in the non-manufacturing sector due to the large number of agreements expiring in education, health and welfare, retail trade, utilities, and transportation.
- As the economy continues to grow at a healthy pace, wage demands and job security will again remain high on the bargaining agenda for 2000.

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# ONTARIO COLLECTIVE BARGAINING REVIEW, 1999

## I. COLLECTIVE BARGAINING SETTLEMENTS, 1999

The records of the Office of Collective Bargaining Information (OCBI) indicate that a total of 2,769 agreements covering 545,328 employees, were ratified in 1999. These settlements represent over one-quarter of the 9,946 agreements on file with the office and affect 37% of the 1,465,252 employees covered by collective agreements in Ontario.

Of all settlements in 1999, 51% of agreements were in the public sector, covering 60.3% of employees. A large number of public sector settlements in 1999 resulted from negotiations involving school boards and local governments that continued from 1998.

Of the agreements ratified, renewal agreements accounted for 2,451 contracts or 88.5%, and covered 82.7% of all employees. One hundred and thirty-two agreements, or 4.8%, were first agreements for newly amalgamated bargaining units as required under Bill 136, covering 14.4% of all employees. For the remainder of the settlements, 4.5%

were actual first agreements, and 58 or 2.1% were extensions of existing agreements.

In terms of employees covered, bargaining activity was concentrated in education and related services, health and welfare services, transportation equipment manufacturing, provincial government and local government. In each of these industries, 30,000 or more employees concluded collective agreements (see Table 1).

### Collective Agreements Settled in 1999

Number of Agreements .....	2,769
Employees Covered .....	545,328
<b>Average Annual Wage Increases*</b>	
All Settlements .....	2.0%
Public Sector .....	1.4%
Private Sector .....	3.1%
<b>Major Industrial Wage Settlements</b>	
Manufacturing .....	3.4%
Food, Beverage .....	0.7%
Pulp & Paper .....	2.0%
Primary Metals .....	1.3%
Transportation Equipment .....	4.2%
Non-Manufacturing .....	1.6%
Transportation .....	3.3%
Communications .....	2.3%
Utilities .....	2.3%
Retail Trade .....	1.7%
Education .....	0.9%
Health, Welfare .....	1.1%
Federal Government .....	2.1%
Provincial Government .....	1.4%
Local Government .....	2.4%
Construction .....	1.8%

\* For agreements covering 200 or more employees

Note: Wage increases may include COLA estimates if applicable

### Economic Climate

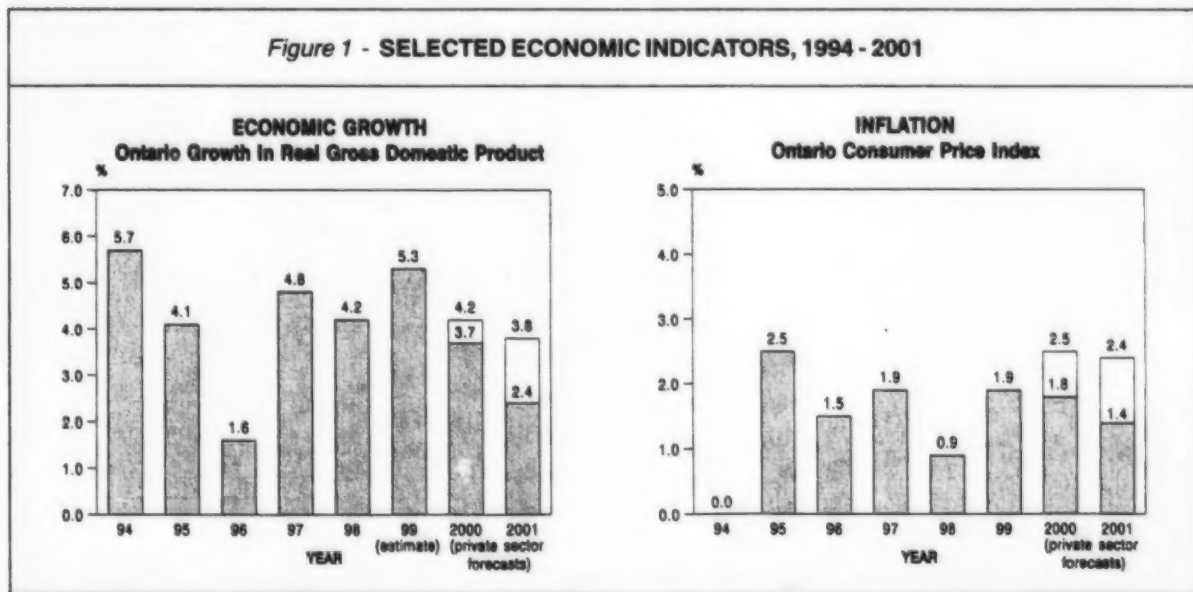
Collective bargaining in 1999 occurred in an environment of strong economic growth. In 1999, the preliminary estimate of economic growth for Ontario, as determined by a survey of private sector institutions, averaged 5.3%,<sup>1</sup> compared to 4.2% in 1998 (see Figure 1). Robust economic growth in 1999 was attributable to both strong domestic spending and exports. In particular, current third quarter data for 1999 show that the year-over-year

real output in the Ontario economy was up 7.1%, the largest gain in eleven years.<sup>2</sup>

<sup>1</sup> Ministry of Finance, Survey of Economic Forecasts, 1999-2001, Feb. 2000

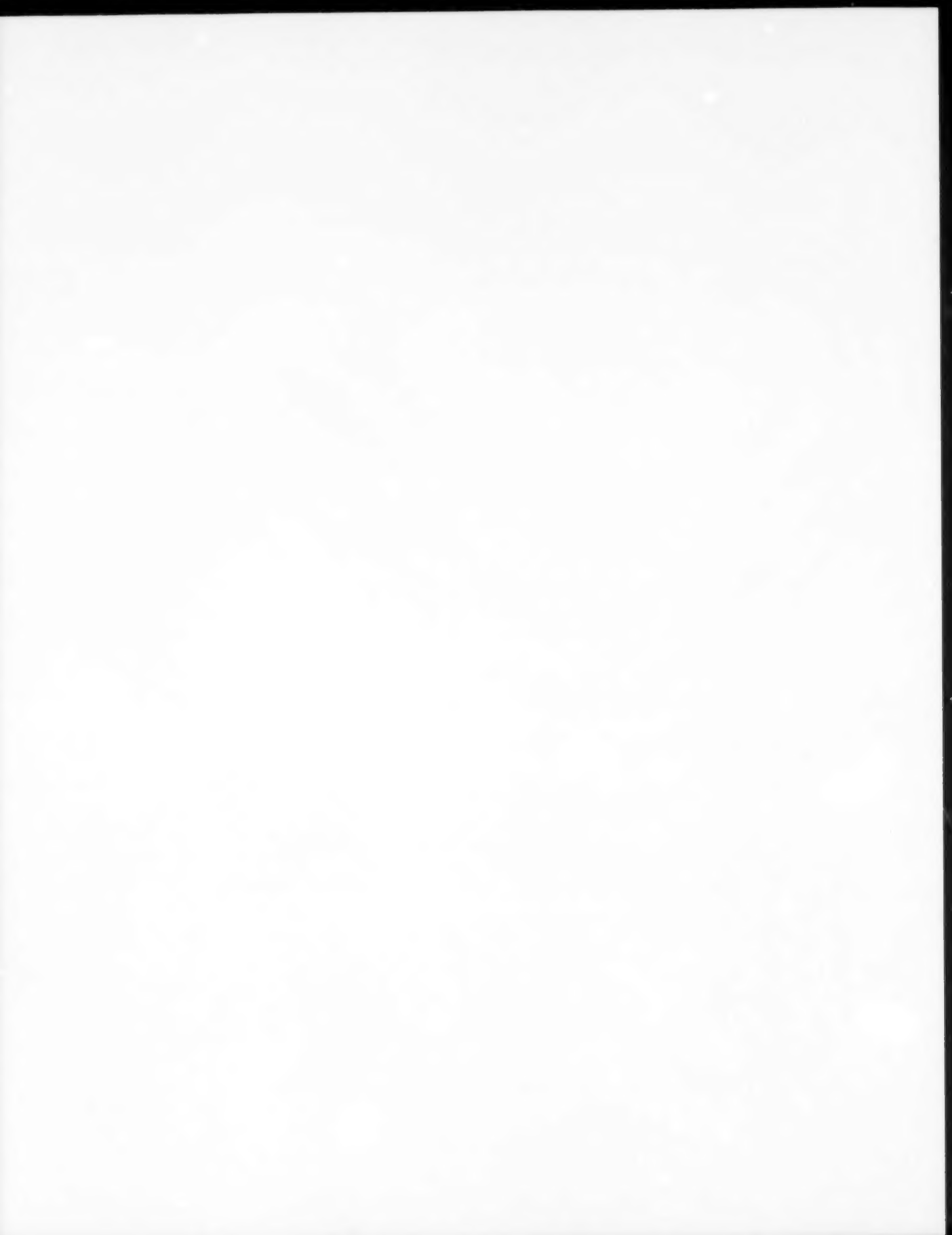
<sup>2</sup> Ministry of Finance, Ontario Economic Update, Mar. 2000

Figure 1 - SELECTED ECONOMIC INDICATORS, 1994 - 2001



Source: Statistics Canada and Ontario Ministry of Finance





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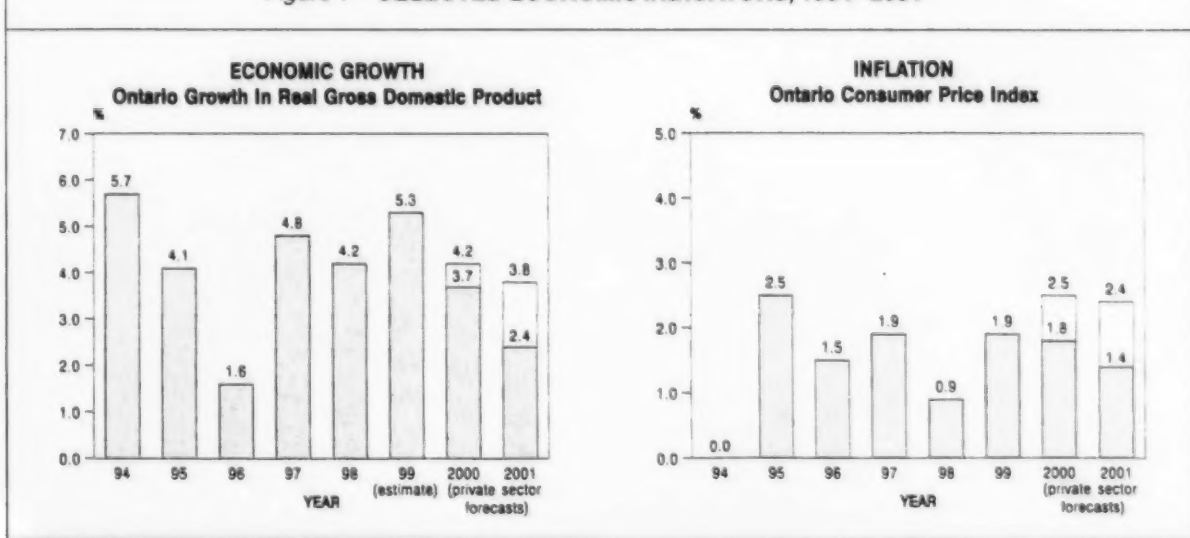
### Economic Climate

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real output in the Ontario economy was up 7.1%, the largest gain in eleven years.<sup>2</sup>

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Source: Statistics Canada and Ontario Ministry of Finance

The strong growth in the economy is also reflected by the improved labour market. The Ontario unemployment rate was 6.4% in 1999, down from 7.2% in 1998, the lowest rate since 1990. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI), was 1.9% in 1999, up from 0.9% in 1998. The increase in CPI for 1999 was largely attributable to higher energy prices in the second half of the year.

### Stage of Settlement

Of all the agreements ratified in 1999, 95.3% (covering 90.3% of all employees) were settled without a work stoppage. Over 46% of the agreements were settled through direct bargaining, 37.7% were settled by the parties following the assistance of a conciliation officer or mediator, and 11.1% were settled by arbitration.

While slightly less than half of agreements in both the public and private sectors were settled through direct bargaining, 37.4% of public sector agreements were settled following conciliation or mediation, compared to 66.9 agreements or 49.4% in the private sector. Agreements settled by arbitration were mainly in the public sector (see Figure 2 and Table 2).

### Term of Agreement

In 1999, 36% of the agreements ratified settled for three-year terms. A further 30% settled for two-year terms while 7% settled for a one-year term. In 19% of negotiations, agreements were settled for greater than three years. In the

public sector, over 55% of the agreements were settled for a duration of less than three years, while 66% of all private sector agreements settled for three years or more. Over 73% of manufacturing agreements were settled for terms of three years or more, compared to 50% in the non-manufacturing sector (see Table 3).

### Duration of Negotiations

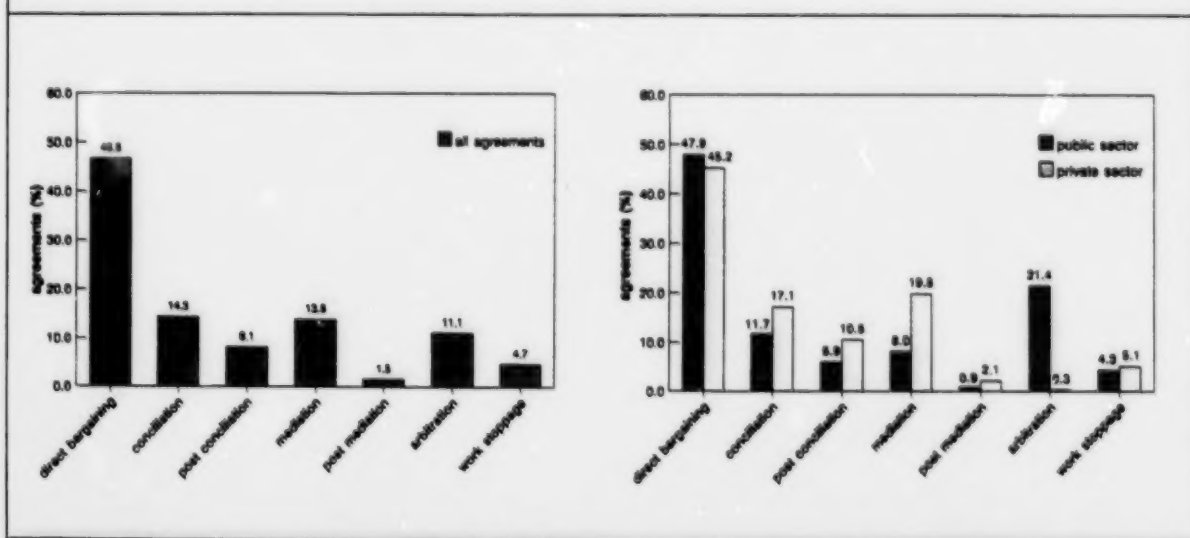
Information on duration of negotiations is maintained for collective agreements covering 200 or more employees. In 1999, there were 488 collective agreements ratified, each covering 200 or more employees. The average length of negotiations for these agreements was 10.3 months. On average, private sector agreements were reached in 4.3 months, compared to 13.7 months for public sector agreements. Negotiations for 4 private sector agreements and 103 public sector agreements lasted more than twelve months (see Table 4).

## II NEGOTIATED WAGE INCREASES IN 1999

### Trends

In 1999, 488 agreements covering 200 or more employees were ratified and affected a total of 423,557 employees. These agreements provided an average annual increase of 2.0% in base wage rates, up from 1.7% in 1998. This rate was the highest since 1992 and was the second consecutive year to exceed Ontario's inflation rate of 1.9%. In 1999, private sector

Figure 2 - STAGE OF SETTLEMENT, BY SECTOR, 1999



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

settlements increased significantly to 3.1%, from 2.2% in 1998, while the overall increase for public sector settlements was up marginally to 1.4% from 1.3% (see Figure 3 and Table 5).

### *Distribution of Increases*

In the private sector, about 44% of the employees were covered by agreements with increases ranging from 4.0% to 4.9%, and about one-third received increases ranging from 2.0% to 3.9%. In the public sector, 43.5% of the employees settled for increases from 1.0% to 1.9%, and another 26.7% received increases in the range of 2.0% to 2.9%. In 1999, about 9.6% of all employees settled agreements with wage freezes or decreases, mainly in the public sector (see Figure 4).

### *Quarterly Wage Settlements*

Overall average annual wage increases climbed from 1.2% in the first quarter to 3.3% in the fourth quarter. Increasing wage settlements were also observed in both the public and private sectors (see Table 6).

### *Industry*

In 1999, wage increases in the manufacturing sector (3.4%) continued to exceed those in the non-manufacturing sector (1.6%). The highest wage increases in manufacturing occurred in transportation equipment (4.2%), electrical products (3.9%), rubber and plastics (3.4%), and textiles (3.3%).

Settlements in management services (-0.3%), education (0.9%), health and welfare services (1.1%), and the provincial government (1.4%) account for the lowest wage increases in the non-manufacturing sector. Settlements for ten construction agreements provided an average annual wage increase of 1.8%.

The 57 agreements with cost-of-living allowances (COLA) provided increases averaging 3.5%, up from 2.5% in 1998, and the 431 agreements without COLA averaged 1.6%, unchanged from the previous year (see Table 7).

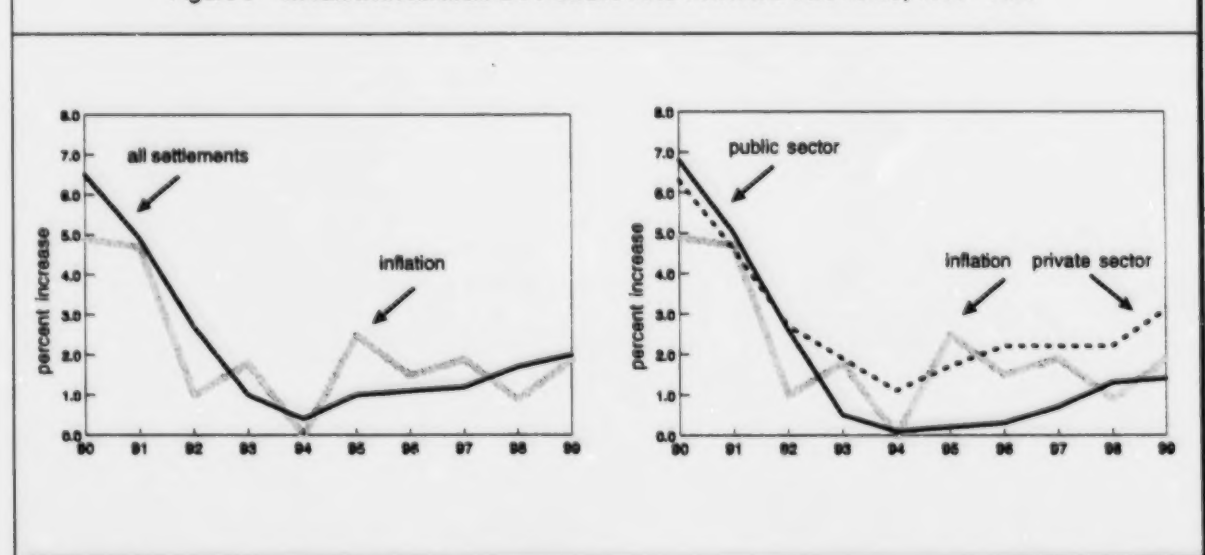
## **III KEY SETTLEMENTS IN 1999**

### *Food and Beverage*

Quality Meat Packers settled a six-year agreement with their 626 employees, represented by the United Food and Commercial Workers Union (UFCW) to end an eight-week work stoppage. The agreement provided a lump sum payment ranging from \$1,000 to \$20,000 depending on length of service, and was meant to offset negotiated wage reductions, resulting in an average annual wage decrease of 7.4%.

At J. M. Schneider, 900 employees ratified a six-year agreement which provided wage freezes for existing employees, but moderate increases for new employees at a lower starting rate. The agreement allows for a wage re-opener prior to the expiry date, if the average wage of the major meat packer competitors exceeds the hourly wages currently paid by the company.

**Figure 3 - WAGE INCREASES BY PUBLIC AND PRIVATE SECTORS, 1990 - 1999**



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

At Better Beef, 600 employees ratified a three-year agreement which included a wage freeze, and slightly improved benefits for senior employees. New employees are also allowed to participate in the same benefit plan by paying 50% of the premium costs.

### *Pulp and Paper*

In the pulp and paper industry, six-year pattern settlements set by Abitibi-Consolidated Inc. and the Communications, Energy and Paperworkers (CEP) in 1998, were ratified by over seven thousand employees involving Bowater Pulp and Paper, Fort James-Marathon, Spruce Falls, Weyerhaeuser Canada, E. B. Eddy Forest, Gallaher Thorold Paper, and Tembec Industries. Highlights of these settlements include an average annual wage increase of 1.8% over six years, a lump sum payment of up to \$2,750 for each employee, and improvements to benefits and pension.

Differing from the pattern settlement in wages was the agreement for 1,000 Spruce Falls employees, which provided an additional wage adjustment of 3.0% in the first year. As a result of this adjustment, this agreement provided an average annual increase of 2.4%. In addition, a three-year agreement for 495 employees at Kimberly-Clark and a five-year agreement for 212 employees at St Mary's Paper were settled, with an average annual wage increase of 2.4% for both agreements.

### *Primary Metals*

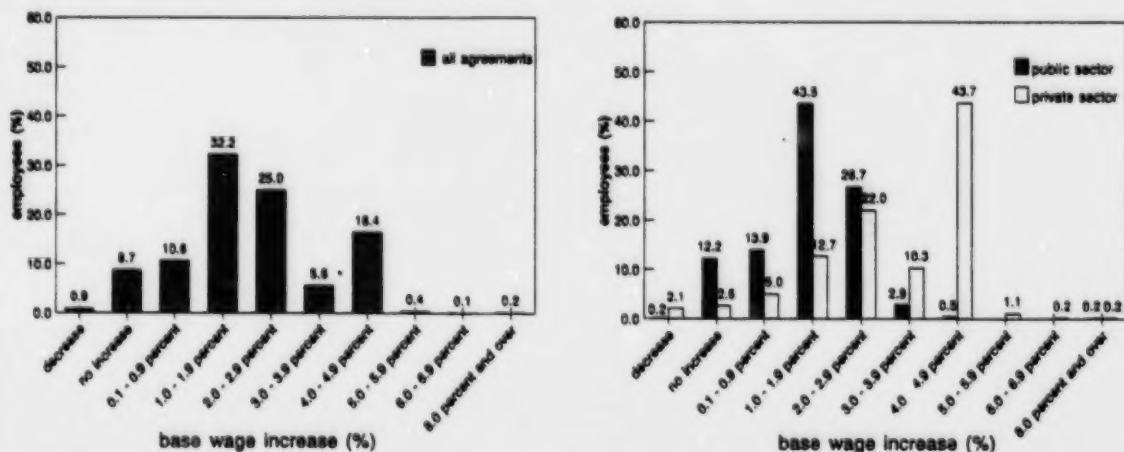
In April, 3,915 hourly and 743 salaried workers at Algoma Steel ratified a one-year extension of their agreements, four months prior to their expirations in July. Although there were no wage increases in the settlement, the COLA clause provided average annual wage increases of 0.5% for the hourly employees, and 1.3% for the salaried employees. In January 2000 these two agreements were also renewed early for another 30 months.

### *Transportation Equipment*

In September, Ford led the Big Three auto-bargaining by settling a three-year agreement with 13,000 employees represented by the Canadian Auto Workers (CAW). In October, following the pattern settlement set by Ford, DaimlerChrysler and General Motors also settled agreements with the CAW covering approximately 14,330 and 21,400 employees respectively.

The pattern achieved during this round provided relatively large wage increases compared to current trends. With a 3% general wage increase each year and COLA increases, these agreements settled with an average annual wage increase of about 4.6%. In addition to a \$1,000 signing bonus, these agreements also included changes to the pension plan that enable employees to retire if they have been employed by the company thirty years or more. The agreement provided annual

Figure 4 - DISTRIBUTION OF INCREASES, PUBLIC AND PRIVATE SECTORS, 1999





tuition subsidies for eligible dependants, new childcare benefits, improvements to health and welfare benefits, and one additional week of Scheduled Paid Absence.

Following the pattern of the Big Three settlements, Lear Corporation (formerly General Motors trim plant in Windsor) and Peregrine Canada (formerly General Motors fabrication operation, Oshawa) also settled first agreements with their 970 and 1,400 employees respectively, with the same wage increases and terms of settlement listed above.

Other major settlements in this industry include National Steel Car and Dana Canada Inc. agreements. National Steel Car settled an agreement with the United Steelworkers of America (USWA), representing 2,300 workers, in May to end a six-week work stoppage. The four-year agreement provided a 3% average annual wage increase, including COLA, and improvements to pension and benefits. At Dana Canada Inc., 1,168 production workers represented by the CAW received a 3% average annual wage increase with COLA over three years. The agreement provided improved benefits and pensions, an introductory RRSP group plan, and expanded eligibility of benefits to same sex spouses. It also included a refusal of unsafe work provision and an increased severance package.

### **Construction**

The Electrical Power Systems Construction Association and various unions representing 1,000 workers settled a two-year agreement which provided a 2% average annual wage increase. Another nine non-ICI (Industrial-Commercial-Institutional) employer associations, including low-rise residential, watermain, masonry, earthmovers, and architectural glass and metal maintenance, settled one-year to three-year agreements with various trade unions representing 4,300 workers. The overall average annual wage increase for these groups was 1.8%. In addition, four wage re-opener negotiations for the final two years of three-year agreements were settled for 15,000 carpenters (2.9% average annual wage increase), 1,500 interior systems carpenters (2.8%), 250 plasterers (3.4%), and 500 cement masons (2.2%).

### **Transportation**

In April, 1,137 Air Canada sales and service employees, represented by the CAW, ratified a three-year agreement. The agreement provided for a 4% average annual wage increase, improved health benefits, and provisions for transfer and early retirement at age 55. In July, Air Canada also settled agreements with 2,600 maintenance employees represented by the International Association of Machinists

and Aerospace Workers, and 2,135 flight attendants represented by the Canadian Union of Public Employees (CUPE). Both settlements resulted in an average annual increase of 4% and improvements to the pension plans.

Canadian Pacific and St. Lawrence and Hudson settled a 4-year agreement with its conductors represented jointly by the International Brotherhood of Locomotive Engineers and the United Transportation Union. The agreement provided an average annual wage increase of 2% and improvements to pension and benefits for its 1,207 Ontario-based employees.

In December, 1,330 Ontario-based employees represented by the International Brotherhood of Teamsters settled a three-year agreement with Eastern Canada Car Carrier. The agreement provided an average annual wage increase of 2.4%, improvements to pension and benefits, and a provision to prohibit non-unit workers from performing bargaining unit work.

Another major settlement in this industry involved Ottawa-Carleton Regional Transit Commission employees, represented by the Amalgamated Transit Union (ATU-Intl). The parties settled a 34-month agreement after waiving their rights to strike or lockout to pursue "interest-based" negotiations. The agreement provided the 1,800 employees with an average annual wage increase of 2.1%, improved health care benefits and the transfer of the OC Transpo Pension Plan to OMERS.

### **Communications**

In May, about 5,000 Ontario technicians and 1,400 operators, represented by the CEP, at Bell Canada ratified two five-year agreements to end a month-long work stoppage. These agreements provided an average annual wage increase of 2.7% for technicians and a wage freeze for operators. In December, the Canadian Telephone Employees Association, representing 784 Ontario communications sales employees, settled a four-year agreement with Bell. The agreement provided a lump sum payment of \$500 and a new Direct Marketing Centres Sales Structure which brings the average annual wage increase to 4.3%. In addition, the agreement extended basic weekly hours from 36 to 37.5, and included a new flexible benefits program, a new direct marketing bonus plan and a new sales bonus plan.

In April, the Canadian Broadcasting Corporation (CBC) settled collective agreements with its 1,271 journalists/production staff and 551 administrative employees, both represented by the Media Guild, and with 1,100 technicians represented by the CEP. Average annual wage increases ranged from 2.4% to 3.3%. Outsourcing, same sex benefits

entitlement, and discrimination and harassment language provisions were main issues in this round of bargaining.

For Canada Post Corporation, two agreements were settled in 1999. In June, a 42-month agreement was ratified with 1,465 Ontario-based employees represented by the Canadian Postmasters and Assistants Association, providing a 1.7% average annual wage increase. In July, the Public Service Alliance of Canada, representing eighteen support groups that included 1,712 Ontario-based employees, settled a 37-month agreement. This agreement provided an average annual wage increase of 1.6% and a lump-sum payment of \$600.

### **Utilities**

In January, the Society of Ontario Hydro Professional and Administrative Employees representing 5,300 workers ratified a two-year agreement with the assistance of a mediator-arbitrator. In addition to a 2.5% wage increase each year and improvements to pensions and benefits, the agreement also included a purchased services agreement, employee transition rights, and a four-year extension of the option to use the mediation-arbitration process for future contract negotiations. This agreement was to be split into five agreements when Ontario Hydro restructures into its independent successor companies after April 1<sup>st</sup>, 1999, but no details are available to date.

### **Retail Trade**

In the retail trade industry, the A&P-Super Fresh Foods settled two forty-nine month agreements with its 315 full-time and 1,585 part-time employees represented by UFCW. The agreements provided average annual wage increases of 1.8% for full-time workers and 2.8% for part-time workers.

In May, 5,200 warehouse and beer store workers at Brewers Retail ratified a three-year agreement. The agreement provided a \$1,000 signing bonus for full-time employees, with an average annual wage increase of 0.6%, including COLA. It also provided pension increases to full-time staff and medical and dental benefits to part-time staff.

Also in May, Pharma Plus Drugmarts came to a settlement with its 1,500 employees, represented by UFCW. The three-year agreement provided an average annual wage increase of 2.8%, slight improvements to pensions, dental and optical benefits, and clarification of language on bargaining unit positions through store acquisitions.

### **School Teachers and Education Support Staff**

In 1999, district school boards settled a total of 99 agreements covering 85,573 teachers and support staff. In compliance with *The Education Quality Improvement Act* (Bill 160), all school boards have now settled agreements with their teachers until August 31, 2000 or after. The 34 agreements settled in 1999 provided the majority of the 37,200 elementary and secondary teachers with less than 1% average annual wage increase. A majority of amalgamating school board agreements included wage restructuring and lump sum payments, rather than negotiated across the board wage increases. For school boards not affected by amalgamation, wage freezes were also common in settlements with teachers.

There were 26 occasional teacher agreements and 39 support staff agreements settled in 1999, covering 15,700 occasional teachers and 32,700 non-teaching employees. These agreements provided average annual wage increases of 1.3% for occasional teachers and 0.8% for non-teaching employees.

### **Universities**

Thirteen university agreements were settled that included nine agreements for 7,000 support staff and four agreements for 2,300 professors, instructors, and librarians. These agreements ranged in duration from one to three years and provided average annual wage increases ranging from 0.0% to 3.4%. While wage settlements for these agreements averaged 2.8%, the highest wage increase was negotiated between Wilfrid Laurier University and 300 academic staff and librarians, with a 3.4% average annual increase. For 666 teaching assistants at the University of Guelph, a one-year extension agreement provided no change in wages.

### **Health Care**

In January, 3,833 nursing home employees, represented by the Service Employees International Union (SEIU), settled a two-year agreement with a group of nursing home employers, through arbitration. The award provided a 1% average annual wage increase, improvements to education benefits, uniform allowance, statutory holidays, and same sex spouse eligibility for insured benefits.

In March, the Ontario Council of Teaching Hospitals settled a two-year agreement with 2,250 interns, represented by the Professional Association of Internes and Residents. The agreement provided an average annual wage increase of 1%, improved benefits, meal allowance, and eligibility of benefits coverage for same sex spouses.



In April, a settlement was reached between the Canadian Red Cross Society and its 5,000 home care workers who are represented by the SEIU. The three-year agreement provided no wage increase. However, the agreement settled all outstanding pay equity issues. It also provided strengthened seniority and job security provisions, and improved working conditions.

In June, an arbitration award was handed down to conclude five years of negotiations between the Ontario Hospital Association and 40,000 hospital support employees, represented by either CUPE or SEIU. These six-year agreements, which expire in 2001, provided an average annual wage increase of 1.3% and the award preserved both contracting out and bumping rights provisions from the previous agreements.

### ***Provincial Government***

In March, the Government of Ontario reached a mediation assisted settlement with its 48,832 provincial government workers, represented by the Ontario Public Service Employees Union (OPSEU). The three-year agreement covering six bargaining units provided a wage increase of 1.0% in the first year, 1.35% in the second, and 1.95% in the third, translating into an average annual increase of 1.4%. There were additional pay adjustments for certain groups. As well, the agreement maintained the existing system of bumping rights and an increase in paid time off for union activity.

In June, the Workplace Safety and Insurance Board settled a three-year agreement with its 3,000 employees represented by CUPE. In addition to an average annual wage increase of 1.5%, the agreement provided increased meal and mileage allowances, improved provisions for probationary periods for contract staff, union activity leave, and layoff notice due to technological change.

### ***Municipalities***

In the municipal sector, 37 agreements were settled, covering a total of 31,700 employees, with an average annual wage increase of 2.4%. The largest group, the amalgamated City of Toronto, settled a first agreement with CUPE in September. The three-year agreement covering 7,000 outside workers provided an average annual increase of 2.5%. The parties also agreed that all unresolved issues be settled by an arbitrator.

More than 7,000 officers and civilians with the Toronto Police Services Board ratified agreements in October. In addition to an average annual wage increase of 2.3%, these

agreements also provided improvements to health and welfare benefits.

Other major municipal settlements include agreements for both the Corporation of the City of Ottawa and the Regional Municipality of Ottawa-Carleton which settled with both their inside and outside employees in December. These agreements provided average annual wage increases of 2.5% and 2.3% for 1,083 and 2,900 employees, respectively.

### ***Federal Government***

In the federal public sector, one agreement at the National Research Council of Canada and 14 agreements at Treasury Board of Canada were settled in 1999. These agreements, covering a total of 21,100 Ontario-based employees in various occupational groups, provided average annual wage increases ranging from 1.6% to 2.5%.

## **IV. WORK STOPPAGES UNDER ONTARIO JURISDICTION**

In 1999, there were 143 work stoppages reported under Ontario jurisdiction, down slightly from 156 in 1998. In terms of employees involved and person days lost, the 1999 figures recorded significant declines from 1998. In 1999, work stoppages involved 44,980 employees and resulted in 651,100 person days lost, down substantially from 69,411 employees and 1,060,990 person days lost in 1998. By sector, both the public and private sectors recorded declines in the number of work stoppages and the number of person days lost. In the public sector, there were 48 work stoppages reported in 1999, down from 52 in 1998, whereas in the private sector, 95 work stoppages were reported, compared to 102 in 1998 (see Figure 5 and Table 8).

In 1999, major work stoppages in the education sector, the wood and forest industries, and transportation equipment manufacturing accounted for more than half of the total person days lost in Ontario. In 1999, only 0.05% of the estimated working time in Ontario was lost due to work stoppages, the lowest recorded since 1996 (see Table 9).

## **V. OUTLOOK FOR THE YEAR 2000**

Collective bargaining in the year 2000 is expected to take place in an environment of strong economic growth. According to a survey of private sector economic forecasts conducted by the Ministry of Finance<sup>3</sup>, economic growth will be in the range of 3.7% to 4.2% for 2000, and 2.4% to 3.8% for 2001.

While this economic growth is forecast to expand at a healthy pace, Ontario's economy is also expected to grow more rapidly than the rest of Canada next year (see Figure 1).

The unemployment rate in Ontario is expected to continue its decline, with predictions of it falling from 6.4% in 1999 to 5.5% in 2000. Inflation is expected to be higher in 2000, ranging from 1.8% to 2.5%. The recent CPI forecasts have been adjusted upward to reflect higher energy prices.

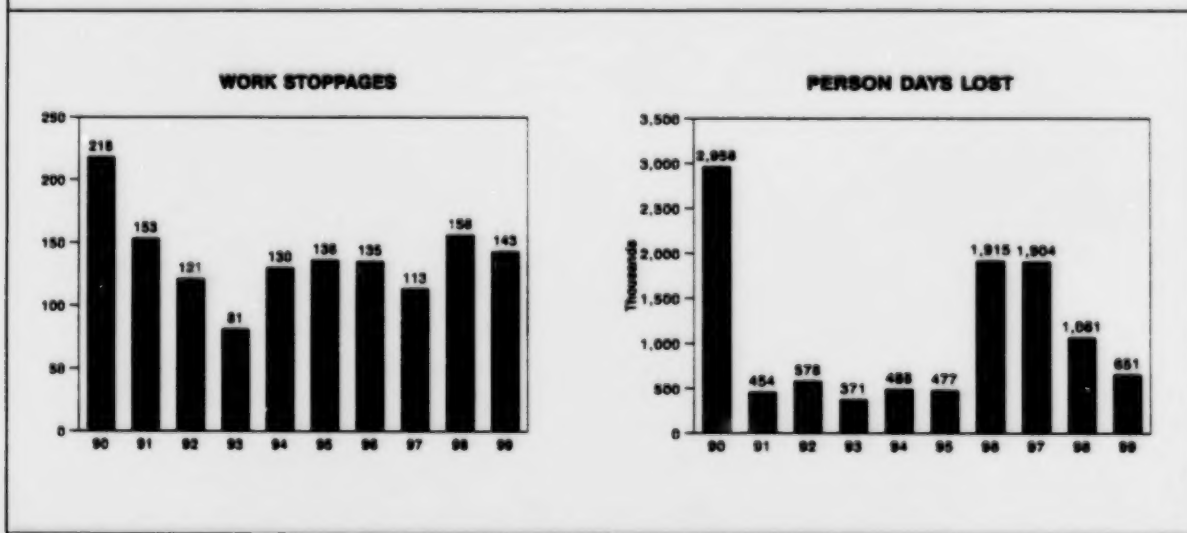
To a lesser extent than in 1999, collective bargaining in the year 2000 in the broader public sector (BPS) will continue to be influenced by restructuring. There are a number of negotiations in the BPS in 1999, including first agreements for school support groups, provincial hospitals, and various municipal agreements, that have continued into the year 2000. As well, most new district school board agreements for teachers are due to expire in August 2000, making this a busy year for BPS negotiations.

In addition to the bargaining activity carried over from 1999, collective bargaining for this year will also involve more than 2,300 collective agreements that expire in 2000, covering over 429,800 employees. This represents about 23% of Ontario's 9,946 agreements and affects 29% of the 1,465,252 employees covered by collective agreements. These expiring agreements will be concentrated in health and welfare services, education, transportation, wholesale and retail trades, fabricated metals, printing and publishing, accommodation and food services, and other services.

Strengthening economic performance, improving labour market conditions, and growing inflation may add pressure for higher wage settlements in the year 2000. However, global restructuring in the private sector and continued restructuring in the public sector will probably moderate the effect on overall wage demands. Issues such as job security, training, income protection, and labour adjustment will again remain high on the bargaining agenda for the year 2000. ■

<sup>3</sup> Ministry of Finance, *Survey of Economic Forecasts 1999-2001*, February 2000

**Figure 5 - WORK STOPPAGES AND PERSON DAYS LOST, 1990 - 1999**



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

TABLE 1

**Number of Collective Agreements Ratified in 1999 and Employees Covered,  
by Industry**

	Agreements		Employees Covered	
	Number	Percent	Number	Percent
<b>ALL INDUSTRIES TOTAL</b>	<b>2,769</b>	<b>100.0</b>	<b>545,328</b>	<b>100.0</b>
<b>Manufacturing Total</b>	<b>662</b>	<b>23.9</b>	<b>132,856</b>	<b>24.4</b>
Food, Beverages	100	3.6	12,086	2.2
Tobacco	3	0.1	792	0.1
Rubber, Plastics	25	0.9	3,916	0.7
Leather	5	0.2	702	0.1
Textile	16	0.6	2,534	0.5
Knitting Mills	4	0.1	775	0.1
Clothing	14	0.5	564	0.1
Wood	28	1.0	4,182	0.8
Furniture, Fixtures	20	0.7	2,423	0.4
Paper	62	2.2	9,820	1.8
Printing, Publishing	52	1.9	1,583	0.3
Primary Metals	29	1.0	6,896	1.3
Fabricated Metals	109	3.9	8,853	1.6
Machinery	21	0.8	1,308	0.2
Transportation Equipment	58	2.1	66,063	12.1
Electrical Products	34	1.2	3,565	0.7
Non-metallic Minerals	37	1.3	2,759	0.5
Petroleum, Coal	6	0.2	315	0.1
Chemicals	29	1.0	2,977	0.5
Other Manufacturing	10	0.4	743	0.1
<b>Non-Manufacturing Total</b>	<b>2,040</b>	<b>73.7</b>	<b>403,933</b>	<b>74.1</b>
Agriculture	2	0.1	112	0.0
Forestry	10	0.4	1,914	0.4
Mining, Quarrying	21	0.8	2,243	0.4
Transportation	87	3.1	20,531	3.8
Storage	5	0.2	305	0.1
Communications	14	0.5	13,906	2.6
Electric, Gas, Water	87	3.1	9,268	1.7
Wholesale Trade	81	2.9	2,277	0.4
Retail Trade	93	3.4	14,659	2.7
Finance	8	0.3	234	0.0
Real Estate, Insurance Agencies	64	2.3	2,039	0.4
Education, Related Services	270	9.8	109,284	20.0
Health, Welfare Services	745	26.9	77,911	14.3
Religious Organizations	1	0.0	4	0.0
Recreational Services	29	1.0	11,496	2.1
Management Services	35	1.3	6,818	1.3
Personal Services	14	0.5	1,105	0.2
Accommodation, Food Services	95	3.4	10,796	2.0
Other Services	114	4.1	3,018	0.6
Federal Government	26	0.9	22,031	4.0
Provincial Government	17	0.6	53,990	9.9
Local Government	222	8.0	39,992	7.3
<b>Construction</b>	<b>67</b>	<b>2.4</b>	<b>8,539</b>	<b>1.6</b>

TABLE 2

**Number of Collective Agreements Ratified in 1999 and Employees Covered,  
by Stage of Settlement and Sector**

	All Agreements		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
<b>TOTAL</b>	<b>2,769</b>	<b>545,328</b>	<b>1,416</b>	<b>328,693</b>	<b>1,353</b>	<b>216,635</b>
Direct Bargaining	1,289	183,925	678	126,889	611	57,036
Conciliation	396	53,599	165	22,638	231	30,961
Post Conciliation Bargaining	225	76,478	83	9,059	142	67,419
Mediation	381	129,758	113	89,916	268	39,842
Post Mediation Bargaining	41	6,655	13	4,324	28	2,331
Arbitration	307	41,815	303	41,649	4	166
Work Stoppage	130	53,098	61	34,218	69	18,880

TABLE 3

**Number of Collective Agreements Ratified in 1999 and Employees Covered,  
by Term of Agreement and Sector**

	All Agreements		Public Sector		Private Sector	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
<b>ALL AGREEMENTS</b>	<b>2,769</b>	<b>545,328</b>	<b>1,416</b>	<b>328,693</b>	<b>1,353</b>	<b>216,635</b>
Less than 12 months	15	8,550	9	3,720	6	4,830
12 months	185	26,663	82	18,476	103	8,187
13 to 18 months	43	8,748	29	8,150	14	598
19 to 23 months	38	4,220	26	3,723	12	497
24 months	821	130,948	549	118,225	272	12,723
25 to 35 months	135	25,202	86	15,513	49	9,689
36 months	1,002	244,763	337	107,241	665	137,522
Over 36 months	530	96,234	298	53,645	232	42,589

	Manufacturing		Non-Manufacturing		Construction	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
<b>ALL AGREEMENTS</b>	<b>662</b>	<b>132,856</b>	<b>2,040</b>	<b>403,933</b>	<b>67</b>	<b>8,539</b>
Less than 12 months	2	4,658	13	3,892	.	.
12 months	35	1,694	142	22,473	8	2,496
13 to 18 months	5	336	37	8,389	1	23
19 to 23 months	2	158	36	4,062	.	.
24 months	110	7,318	683	121,147	28	2,483
25 to 35 months	20	1,863	112	22,989	3	350
36 months	358	95,517	626	147,214	18	2,032
Over 36 months	130	21,312	391	73,767	9	1,155

TABLE 4

**Duration of Negotiations of Collective Agreements,  
Covering 200 or more Ontario Employees, Ratified in 1999,  
by Sector**

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
<b>TOTAL</b>	<b>488</b>	<b>423,557</b>	<b>308</b>	<b>267,703</b>	<b>180</b>	<b>155,854</b>
1 - 3 Months	163	99,032	67	51,479	96	47,553
4 - 6 Months	109	177,440	58	102,119	51	75,321
7 - 9 Months	69	50,023	51	31,402	18	18,621
10 - 12 Months	40	35,651	29	23,122	11	12,529
13 Months and over	107	61,411	103	59,581	4	1,830
<b>Average Duration of Negotiations</b>						
<i>Months</i>						
<b>TOTAL</b>	<b>10.3</b>					
Public Sector	13.7					
Private Sector	4.3					

TABLE 5

**Increases Negotiated in Major Collective Agreements in Ontario,  
Compared to the CPI for Canada and Ontario,  
1990 - 1999**

YEAR	NEGOTIATED WAGES (average annual percent increase)			CPI (annual percent increase)	
	All Sectors	Public	Private	Canada	Ontario
1990	6.5	6.8	6.3	4.8	4.9
1991	4.9	5.0	4.6	5.6	4.7
1992	2.7	2.6	2.7	1.5	1.0
1993	1.0	0.5	1.9	1.8	1.8
1994	0.4	0.1	1.1	0.2	0.0
1995	1.0	0.2	1.7	2.2	2.5
1996	1.1	0.3	2.2	1.6	1.5
1997	1.2	0.7	2.2	1.6	1.9
1998	1.7	1.3	2.2	0.9	0.9
1999	2.0	1.4	3.1	1.7	1.9



TABLE 6

**Average Annual Increases in Base Wage Rates  
in Collective Agreements Covering 200 or More Ontario Employees,  
Ratified in 1999, By Sector**

	<b>All Agreements %</b>	<b>Public Sector %</b>	<b>Private Sector %</b>
<b>TOTAL 1999</b>	<b>2.0</b>	<b>1.4</b>	<b>3.1</b>
First Quarter 1999	1.2	1.2	1.5
Second Quarter 1999	1.6	1.3	2.1
Third Quarter 1999	2.9	1.9	3.7
Fourth Quarter 1999	3.3	2.1	4.0

	<b>Manufacturing %</b>	<b>Non-Manufacturing Excluding Construction %</b>	<b>Construction %</b>
<b>TOTAL 1999</b>	<b>3.4</b>	<b>1.6</b>	<b>1.8</b>
First Quarter 1999	1.6	1.2	2.7
Second Quarter 1999	2.3	1.5	0.5
Third Quarter 1999	3.8	2.5	-
Fourth Quarter 1999	4.1	2.3	-



TABLE 7

**Average Annual Increases in Base Wage Rates  
in Collective Agreements Covering 200 or more Ontario Employees,  
Ratified in 1999, by Industry**

	All Agreements			Agreements With COLA			Agreements Without COLA		
	Agmts	Empls	Pct	Agmts	Empls	Pct	Agmts	Empls	Pct
<b>ALL INDUSTRIES TOTAL</b>	<b>488</b>	<b>423,557</b>	<b>2.0</b>	<b>57</b>	<b>90,139</b>	<b>3.5</b>	<b>431</b>	<b>333,418</b>	<b>1.6</b>
<b>Manufacturing Total</b>	<b>110</b>	<b>100,083</b>	<b>3.4</b>	<b>46</b>	<b>74,642</b>	<b>3.9</b>	<b>64</b>	<b>25,441</b>	<b>2.0</b>
Food, Beverage	19	7,671	0.7	2	810	2.7	17	6,861	0.5
Tobacco Products	2	770	2.6	2	770	2.6	.	.	.
Rubber, Plastics	7	2,641	3.4	5	1,541	3.7	2	1,100	3.0
Leather	1	289	1.1	1	289	1.1	.	.	.
Textile	5	1,819	3.3	3	1,268	3.5	2	551	2.9
Knitting Mills	1	525	2.4	.	.	.	1	525	2.4
Wood	8	2,770	2.5	.	.	.	8	2,770	2.5
Furniture, Fixtures	4	1,190	2.9	.	.	.	4	1,190	2.9
Paper	12	5,788	2.0	.	.	.	12	5,788	2.0
Printing, Publishing	1	238	2.1	.	.	.	1	238	2.1
Primary Metals	3	5,072	1.3	3	5,072	1.3	.	.	.
Fabricated Metals	8	2,280	2.0	4	1,035	1.5	4	1,245	2.5
Machinery	2	825	1.7	2	825	1.7	.	.	.
Transportation Equipment	25	63,343	4.2	19	60,949	4.2	6	2,394	3.3
Electrical Products	3	950	3.9	.	.	.	3	950	3.9
Non-metallic Minerals	5	2,007	2.7	4	1,798	2.9	1	209	0.6
Chemicals	3	1,645	2.9	1	285	3.0	2	1,360	2.8
Other Manufacturing	1	260	3.7	.	.	.	1	260	3.7
<b>Non-Manufacturing Total</b>	<b>368</b>	<b>318,174</b>	<b>1.6</b>	<b>11</b>	<b>15,497</b>	<b>1.7</b>	<b>357</b>	<b>302,677</b>	<b>1.6</b>
Forestry	4	1,404	2.5	.	.	.	4	1,404	2.5
Mining, Quarrying	2	596	1.5	2	596	1.5	.	.	.
Transportation	23	16,708	3.3	2	1,630	2.2	21	15,078	3.4
Storage	1	212	1.8	.	.	.	1	212	1.8
Communications	10	13,670	2.3	2	6,328	2.2	8	7,342	2.4
Electric, Gas, Water	4	6,657	2.3	1	200	2.0	3	6,457	2.4
Wholesale Trade	1	218	4.6	1	218	4.6	.	.	.
Retail Trade	11	11,025	1.7	1	5,200	0.6	10	5,825	2.6
Real Estate, Insurance Agencies	2	1,300	2.3	.	.	.	2	1,300	2.3
Education, Related Services	115	95,641	0.9	.	.	.	115	95,641	0.9
Health, Welfare Services	105	44,613	1.1	.	.	.	105	44,613	1.1
Recreational Services	3	7,789	3.7	.	.	.	3	7,789	3.7
Management Services	4	3,737	-0.3	.	.	.	4	3,737	-0.3
Personal Services	2	550	2.2	.	.	.	2	550	2.2
Accommodation, Food Services	16	7,133	2.9	.	.	.	16	7,133	2.9
Other Services	2	550	2.5	.	.	.	2	550	2.5
Federal Government	15	21,117	2.1	.	.	.	15	21,117	2.1
Provincial Government	11	53,534	1.4	.	.	.	11	53,534	1.4
Local Government	37	31,720	2.4	2	1,325	2.2	35	30,395	2.4
<b>Construction</b>	<b>10</b>	<b>5,300</b>	<b>1.8</b>	.	.	.	<b>10</b>	<b>5,300</b>	<b>1.8</b>

TABLE 8

**Work Stoppages and Person Days Lost,  
by Sector, 1990 - 1999**

YEAR	Total			Public Sector			Private Sector			Various Industries*		
	No.	No. of Workers	Person Days Lost	No.	No. of Workers	Person Days Lost	No.	No. of Workers	Person Days Lost	No.	No. of Workers	Person Days Lost
1990	218	81,022	2,957,640	37	5,759	121,560	181	75,263	2,836,080	-	-	-
1991	153	25,448	453,520	44	15,393	156,070	109	10,055	297,450	-	-	-
1992	121	38,160	577,710	17	4,100	143,190	104	34,060	434,520	-	-	-
1993	81	15,620	371,150	13	2,656	90,320	68	12,964	280,830	-	-	-
1994	130	25,456	488,320	14	2,136	23,630	116	23,320	464,690	-	-	-
1995	136	57,318	476,960	12	11,236	15,380	123	23,082	438,580	1	23,000	23,000
1996	135	216,917	1,914,900	30	53,283	1,176,260	101	33,634	608,640	4	130,000	130,000
1997	113	176,029	1,904,210	23	133,239	1,366,180	89	17,790	513,030	1	25,000	25,000
1998	156	69,411	1,060,990	52	34,938	297,610	102	25,473	754,380	2	9,000	9,000
1999	143	44,980	651,100	48	27,994	218,330	95	16,986	432,770	-	-	-

\* Refers to one-day walkouts in various locations involving workers in Various Industries.

TABLE 9

**Work Stoppages under Ontario Jurisdiction,  
1990 - 1999**

Year	Number Of Work Stoppages	Number Of Employees Involved	Average Number Of Employees Per Work Stoppage	Number Of Person Days Lost	Number Of Person Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person Days Lost As % Of Estimated Working Time
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05